

TENNESSEE LABOR-MANAGEMENT CONFERENCE

Tennessee



“RECONNECTING and Rebuilding”
THE POWER IN
WORKING TOGETHER

Tennessee
Labor-Management
T L M C
Conference

AUGUST 11-13, 2010

Sheraton Music City Hotel
Nashville, Tennessee

Tennessee Labor-Management Foundation

Officers Board of Directors

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Eddie Bryan, Treasurer, Tennessee AFL-CIO Labor Council

Danny Cantrell, Secretary, Atomic Trades Labor Council

Lee G. Brooks, Jr., President-Elect, WSI-OR

Chris Hill, Past President, Cooperative Agreement of Labor and Management (CALM)

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Cathy J. Christopher - Tennessee Valley Authority

Peter Cheng - Federal Mediation & Conciliation Services

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James Kerley/Mike Boner – Mid-South Carpenters Regional Council

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Melvin Schuster - B & W Technical Services Y-12, LLC

Garry Whitley - Atomic Trades Labor Council

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Labor-Management
Foundation
2010 Advisory Committee
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Gay Henson

Engineering Association, Inc- IFPTE Local 1937

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AFL-CIO Building Trades Department

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USW Local 7655

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Roane State Community College

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Beverly Watts/ Bobbie Porter

Tennessee Human Rights Commission

Dave Uhrik

Philips Luminaries

Rickey Wallace

IAM&AW District 711

Steve Weaver

B &W Technical Services Y-12, LLC

AUGUST 11	WELCOME 23RD ANNUAL TENNESSEE LABOR-MANAGEMENT CONFERENCE AUGUST 11-13, 2010 NASHVILLE, TENNESSEE	
	CONFERENCE CHECK IN - (Plantation Lobby) Check and Pick up Name tags NAME TAGS MUST BE WORN TO ALL EVENTS <i>Facilitated by the Tennessee Labor-Management Center and the Tennessee Department of Labor & Workforce Development.</i>	
	<u>GOLF CHECK IN</u> 11 am DEADLINE (Plantation Lobby) Must confirm handicap before 11 am deadline	
AUGUST 11	WEDNESDAY MORNING PRAYER BRUNCH	9:00 to 11 am
	ANNUAL TENNESEE LABOR-MANAGEMENT PRAYER BRUNCH (Hermitage Ballroom) Fuad Reviez, Keynote Speaker Moderated by Ben Overton, SPFPA Local 109 <i>A non-denominational event celebrating mutual respect and trust between labor and management.</i>	
	PLEASE ENJOY LUNCH ON YOUR OWN – BE BACK AT 1:00 pm	
AUGUST 11	WEDNESDAY AFTERNOON SESSIONS	1:00 – 2:30 pm
	KEYNOTE ADDRESS (Hermitage Ballroom) Elizabeth "Liz" Shuler, Secretary-Treasurer AFL-CIO Labor Council- Washington DC Moderated by Brent E. Hall, IBEW Tenth District <i>Support for joint labor-management partnerships.</i>	
AUGUST 11	WEDNESDAY AFTERNOON BREAK	2:30 – 3:00 pm
	<p><u>COURTESY OF OUR SENIOR SPONSORS</u></p> <p> AEROSPACE TESTING ALLIANCE – ATA BECHTEL JACOBS LLC B&W TECHNICAL SERVICES Y-12 FEDERAL MEDIATION & CONCILIATION SERVICES IBEW 10TH DISTRICT AND THE TENNESSEE STATE ELECTRICAL WORKERS ASSOCIATION (TSEWA) MID-SOUTH CARPENTERS REGIONAL COUNCIL OAK RIDGE NATIONAL LABORATORY – UT BATTELLE TENNESSEE DEPT OF LABOR & WORKFORCE DEVELOPMENT TENNESSEE LABOR-MANAGEMENT CENTER WSI-OR (OAK RIDGE) </p>	

AUGUST 11	WEDNESDAY AFTERNOON SESSIONS Concurring Workshops 3:00 4:30 pm
	<p align="center">FROM GRADUATION 2 WORK (Evergreen Meeting Room) Betsy Houston, Executive Director of Career & Workforce Services Tennessee Department of Labor & Workforce Development</p> <p align="center"><u>Moderated by Susan Cowden, TN Dept of Labor & Workforce Development</u> <i>Panel discussion on programs to assist TN youth with employment past graduation. State unemployment has been over 10% for an entire year, but unfortunately it exceeds 40% for youth ages 18-24. What strategies are in place to assist this group? Hear from administrators, teachers, and students in TN's Jobs for TN Graduates program.</i></p> <p align="center">TRI LATERAL SAFETY (Oakland Meeting Room) Tim Cosby, Nuclear Manager, Tennessee Valley Authority Bob Williams, Safety, Day & Zimmermann NPS <u>Moderated by Cathy J. Christopher, TVA</u> <i>An open panel discussion regarding the benefits of the Tri-Lateral Safety Alliance (TLSA) which is successfully leveraging safety and health improvements from Tennessee Valley Authority (TVA), Tennessee Valley Trades and Labor Council (TVTLC), and TVA Partner Contractors. The ultimate goal of this alliance is a sustained work environment throughout TVA in which all employees take ownership of safety without fear of retribution, eliminate at-risk behaviors, and achieve ZERO accident performance.</i></p> <p align="center">UNDERSTANDING CONFLICT DYNAMICS IN LABOR RELATIONS (Belmont Meeting Room) William Rusak, President, HR & ADR Service <u>Moderated by Mark C. Travis, TN Labor-Management Center</u> <i>Recognizing that labor and management may have different goals and values, the one common denominator in labor relations is conflict management-how the parties or individuals interact in the course of their relationship. This workshop deals with how both parties can understand each other's approach to conflict, and tools for effectively managing that process.</i></p> <p align="center">COMMUNITY COLLEGES AS STRATEGIC PARTNERS (Edgewood Meeting Room) Lou Rabinowitz, Director of Workforce Connections Roane State Community College <u>Moderated by Joe Brandon, Tennessee Dept of Labor & Workforce Development</u> <i>This workshop will present how Tennessee Community Colleges can be strategic partners to both unions and companies. Using relative knowledge, discussions will include the new initiatives that Roane State is starting, issues that might be seen as barriers, and forge strategic partnerships</i></p>
AUGUST 11	WEDNESDAY PRE BANQUET NETWORKING 5:00 – 6:00 pm
	PRE-WELCOME BANQUET NETWORKING SESSION (Two Rivers Meeting Room)
	ABSOLUTELY NO BEVERAGES CARRIED OUTSIDE OF TWO RIVERS

AUGUST 11	WEDNESDAY EVENING WELCOME BANQUET Scholarship Auction Free Roundtrip Shuttle to Downtown Nashville <div> 6:30 – 8:00 pm 8:00 – 9:00 pm 9:00 – 12 pm </div>
	<p>WELCOME BANQUET (Hermitage Ballroom) <u>Moderated by Brent E. Hall, Foundation President</u></p> <p>Lifetime Achievement Award - JAMES G. NEELEY <u>Video Presentation moderated by Al Mance, Tennessee Education Association</u></p> <p>Sponsor Recognition <u>Moderated by Jerry Lee, Tennessee AFL-CIO Labor Council and</u> <u>Mel Schuster, Cooperative Agreement of Labor and Management</u></p> <p>Foundation Scholarship Awards <u>Moderated by Joan Hill, USW International Union and Jama Norris, UT-Battelle/ORNL</u> <u>Ashley E. Dwire, Standing, Graduate Student, Middle Tennessee State University</u> <u>Nathaniel F. Greene, Standing, Senior, Middle Tennessee State University</u></p>
	<p>ANNUAL TENNESSEE LABOR-MANAGEMENT FOUNDATION SCHOLARSHIP SILENT AND LIVE AUCTION 8:00 pm to 9 pm (Hermitage Ballroom) Philanthropist Auctioneer Bear Stephenson ALL PROCEEDS GO TO SCHOLARSHIP FOUNDATION THE TENNESSEE LABOR-MANAGEMENT FOUNDATION IS A 501(C)3 CORPORATION <u>Moderated by Joan Hill, USW International Union and Jama Norris, UT-Battelle/ORNL</u></p> <p><u>Free shuttle to downtown Nashville 9 pm – 12 midnight</u></p>
AUGUST 12	THURSDAY CONFERENCE REGISTRATION 8 am
	<p>CONFERENCE CHECK IN - (Plantation Lobby) Check and Pick up Name tags NAME TAGS MUST BE WORN TO ALL EVENTS <i>Facilitated by the Tennessee Labor-Management Center and the Tennessee Department of Labor & Workforce Development.</i></p>
7:30 SHOT GUN START	<p>ANNUAL EDDIE BRYAN GOLF TOURNAMENT 7:30 AM Two Rivers Golf Course – 3150 McGavock Pike <i>The \$25.00 Registration fee goes to Scholarship Fund – Thank you</i> The Foundation is a 501(c)3 Corporation.</p>
	<p>SPECIAL INTEREST WORKSHOP 9:00 to 10:00 am (Belmont Meeting Room) "The Lighter Side of Stress Management" Stephen P. Chardos, Ph.D <u>Moderated by Cathy Christopher, TN Valley Authority</u> <i>Providing information on key research findings on characteristics of people who manage stress</i></p>

	<i>effectively. Participants can complete self-rating instruments to personalize the material presented.</i>	
	<p align="center">BINGO (NETWORKING EVENT) 10 am- Noon (Hermitage Ballroom) Moderated by Gay Henson, EA and IFPTE L 1936</p>	
AUGUST 12	THURSDAY AFTERNOON SESSIONS	1:30 – 2:45 pm
	<p align="center">CONCURRENT WORKSHOPS</p> <p align="center">THE FACE OF CURRENT COMMUNICATIONS - (Hermitage Ballroom) Darren DeMarco, AFL-CIO Labor Council, Washington, DC Moderated by Brent E. Hall, IBEW Tenth District <i>The message will help participants learn more about the latest technology including the social media to improve communication between your colleagues and the “future generations” entering the workplace.</i></p>	
AUGUST 12	THURSDAY AFTERNOON BREAK	2:45 to 3:15 pm
	<p align="center">TAKE A MINUTE BREAK (Plantation Lobby) COURTESY OF SENIOR SPONSORS Aerospace Testing Alliance - ATA Bechtel Jacobs LLC BGW Technical Services Y-12 Federal Mediation & Conciliation Services IBEW 10th District and Tennessee State Electrical Workers Association (TSEWA) Mid-South Carpenters Regional Council Oak Ridge National Laboratory - UT Battelle Tennessee Department of Labor and Workforce Development Tennessee Labor-Management Center WSI-OR (Oak Ridge)</p>	
AUGUST 12	THURSDAY AFTERNOON CONCURRENT WORKSHOPS	3:15 – 4:45 pm
	<p align="center">THE OTHER BERMUDA TRIANGLE: WORKERS' COMPENSATION, THE NLRA, and YOUR CBA (Evergreen Meeting Room) Mark C. Travis, Director, Tennessee Labor-Management Center <i>In what ways does the Tennessee Workers' Comp Law specifically apply to unionized workplaces, and how does your CBA impact workers' comp issues? This session will show how the National Labor Relation Act applies to state workers' comp law, and how your CBA may impact an injured employee's benefits.</i></p> <p align="center">ALTERNATE DISPUTE RESOLUTION (ADR) (Oakland Meeting Room) Federal Mediation & Conciliation Service Commissioners - Peter Cheng and Herb Fetty (Retired) <i>Alternative Dispute Resolution (ADR) is used to describe a variety of joint problem solving approaches which can be used in lieu of more formal and often expensive courtroom litigation, or as an alternate to agency adjudication and traditional rulemaking. These processes usually involve the use of a neutral third party to help disputants find mutually-acceptable solutions. The workshop will review the confliction resolution assistance, system design and training of your organization/agency personnel by FMCS.</i></p> <p align="center">NLRB, POISED FOR CHANGE (Belmont Meeting Room) Ronald Hooks, NLRB Regional Director, Memphis Moderated by Lee Brooks, WSI- Oak Ridge</p>	

NLRB – CONTINUED... *The presentation will include a discussion of the Supreme Court's recent decision in the New Process Steel case which decided that a two member Board did not constitute a legal quorum resulting in the potential nullification of approximately 600 decisions decided by that Board. The presentation will also review the content and status of the proposed Employee Free Choice Act legislation. Finally the presentation will review several recent cases involving protected concerted activity in both a union and non-union setting and employer rules that may unlawfully restrict or prohibit such activity.*

RETIREMENT: ARE YOU READY?

(Edgewood Meeting Room)

Richard J. Levine, Senior Consultant, TIAA-CREF

Nick P. Stamatis, CRPC®, CMFC®, Ameriprise Financial Services

Moderated by Al Mance, TEA

What steps need to be taken for you to prepare for retirement in these uncertain times?

AUGUST 12 THURSDAY EVENING PRE LUAU NETWORKING 5:00 – 6:00 pm

PRE-LUAU NETWORKING SESSION 5:00 – 6:00 pm

(Two Rivers Meeting Room)

ABSOLUTELY NO BEVERAGES CAN BE CARRIED OUTSIDE OF TWO RIVERS ROOM

AUGUST 12 THURSDAY EVENING GOLF AWARDS 6:00 – 6:30 pm

GOLF AWARDS 6:00- 6:30 pm (Hermitage Ballroom)

Moderated by Eddie Bryan, TN AFL-CIO Labor Council

AUGUST 12 THURSDAY EVENING LUAU 6:30 – 10:30 pm

LUAU 6:30 – 10:30 pm

(Hermitage Ballroom)

Moderated by Kerry Hale, LIUNA

LIVE MUSIC PROVIDED BY THE JIMMY CHURCH BAND

AUGUST 13 FRIDAY CONFERENCE REGISTRATION 8 am

CONFERENCE CHECK IN- (Plantation Lobby)

Check and Pick up Name tags

NAME TAGS MUST BE WORN TO ALL EVENTS

*Facilitated by the Tennessee Labor-Management Center and the
Tennessee Department of Labor & Workforce Development*

AUGUST 13 FRIDAY CELEBRATION BREAKFAST 8:30 – 12 pm

Moderated by Brent E. Hall and Lee G. Brooks, Jr.

WELCOME AND CHANGING OF THE GUARD

Brent E. Hall, 2010 Foundation President hands over the Foundation gavel to Lee G. Brooks, Jr.

BEST PRACTICES

**Bridgestone Americas Tire Operations Warren Plant and USW Local 1055
Batesville Casket Company and USW Local 9137**

KEYNOTE ADDRESS

**Director George Cohen, Federal Mediation & Conciliation Services
Washington, DC**

CLOSING REMARKS

2011 President Lee G. Brooks, Jr.

	FINAL DOOR PRIZES – MUST COMPLETE SURVEY TO WIN
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SPECIAL EVENTS

Must wear **NAME TAG** to win door prizes or attend any special event.



DOOR PRIZES



throughout conference

GREAT FOOD -



Networking



Hospitality

Wed am Prayer Brunch



9:00 am

Wed night **WELCOME** Banquet 6:30 pm

Silent



and Live Auction



Auctioneer Bear Stephenson

9:00 pm - 1:00 am Thursday night -



Free Shuttle to Downtown Nashville

Thurs am GOLF TOURNAMENT



could mean



cash!!

BINGO (play for prizes)



Thurs am 10 to 12 Noon

Friday am Breakfast Buffet August 13 at 8:30 am



Best Practices Celebration



Aerospace Testing Alliance
Arnold Air Force Base
Tullahoma, Tennessee

Bridgestone Americas Tire Operation
Morrison, Tennessee

Bechtel Jacobs Company, LLC
Oak Ridge, Tennessee

B&W Y-12 Technical Services
Oak Ridge, Tennessee

CALM Operative Labor-Management Agreement
Oak Ridge, Tennessee



S Inc



iation Services

ittanooga, Tennessee

Day & Zimmermann
We do what we say.

Workers Association (TSEAW)

318, 365, 429, 474, 558, 721, 760, 881, 934, 1087, 1288, 1323, 1749, 1925, 2080, 2113, & 2143

IBEW Local 474
Memphis, Tennessee

Kroger
Cincinnati, Ohio

Mid-State Regional Council
Nashville



Nashville & FSEA Local 140
Nashville

OMI Inc



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Goodlettsville,

Tennessee Sta
Lebanon, Tenn

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Council

